



Minnesota
Education Equity
Partnership

Recruitment and Retention of Teachers of Color & American Indian Teachers

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Reimagine MN
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Pipeline for Diverse K-12 Educators

High School
programs / Summer
intensives

College / University
Experience / Degree

Licensing

Recruitment

Retention





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Centering the Work with HR Directors

- Past and current recruitment and retention efforts are needed, but not enough
- Gaps remain between existing policies and the implementation of those policies





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Centering the Work with HR Directors

- Uniquely positioned to meet this adaptive challenge
- Supports shift in organizational culture toward educational equity





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World's Best Workforce (WBWF)

- WBWF legislation, ESSA and the Achievement & Integration program all include requirements for districts to address the disparities in equitable access to excellent teachers
- Create a district Teacher Equity Plan to increase equitable access at the local level
- [Equitable access toolkit](#) provides options for data to help inform your Teacher Equity Plan
- Recruit, Attract, Assign, Develop & Retain TOCAIT

TeachMN2020 Strategy Mapping Partners (to date)



- Breakthrough Twin Cities
- NWSISD
- MnEEP (Imprint)
- B8 Workforce
- MDE



- St. Thomas
- Teach For America
- Univ & Minnesota
- PELSB



- Hopkins
- TFA
- MPS
- SPPS
- Roseville
- MN Comeback
- Equity Alliance



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- E4E
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- Generation Next



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Strategy Mapping with InsightVision Platform:
“A Structure for Fulfillment” towards collective action
and impact.

Example of a very mature application of strategy
mapping: www.thrivingweld.com





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Developing Scorecards with the OMTA Framework

OMTA: Objectives, Measures, Targets and Actions

Examples of using OMTA

Activity: use the OMTA framework to think about a strategy/program/initiative you have in your district's Teacher Equity Plan (as part of the WBWF legislation)



What is the strategy trying to achieve?	How will the performance of the objectives be monitored?	What performance <u>level</u> is required?	What are the <u>actions</u> or <u>activities</u> needed to achieve the target?
Objectives	Measures	Targets	Actions
Increase Biking and Walking to Work	% of Employees who bike or walk to work (quarterly)	2014: 10% 2015: 15% 2016: 20:% 2017: 25% 2018: 30%	Conduct biking & walking route audit to prioritize upgrades Distribute promotional materials to employers

Current State:

1. There are not as many teacher fellows of color as white fellows.
2. Our teaching fellows do not reflect the student population demographics.

Desired State:

1. There are many teacher fellows who identify as people of color or American Indian.
2. The teacher fellows demographics are reflective of the student population.

Objective	Measure	Target	Actions / Activities
Increase percentage of applicant pool identifying as a person of color/American Indian (POC/AI).	Numbers of applicants. Baseline: 40% (72 out of 179) applicants identified as POC/AI in 2016.	50% of applicant pool (at least 90 candidates) identifying as POC/AI in 2018.	*Reach out to student/campus organizations that work with POC/AI *Build recruitment relationships with communities of color *Host information sessions with orgs and communities *Direct prospective students to strengthening applications (resume, essay, recommendation letter, teaching a lesson) *Follow up with orgs/communities on application process and barriers

Current State			Desired State		
1.			1.		
2.			2.		
3.			3.		
.			.		
.			.		
Strategy (along the teacher journey of Explore, Become, Grow and Thrive):					
<u>Objective:</u> What is the program/initiative trying to achieve?	<u>Measure:</u> What will success look like? How will we track it?	<u>Benchmark:</u> The baseline data	<u>Target:</u> What performance level is required in the desired state?	<u>Actions:</u> What are the actions or activities to achieve the target?	<u>Priority Dates:</u> Start and End Dates

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Join Us!

- Be a partner in the strategy mapping and collaborative engagement process
- Be a partner in elevating the teaching profession through ImprintU.org

Questions? Feedback?

- Contact Rose Chu at rchu@mneep.org 651-329-5952 cell/txt



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You are Invited!

Professional Development for HR Directors to Support the
Recruitment and Retention of Teachers of Color

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